



Welcome to UK News 30<sup>th</sup> November 2016  
your weekly update from around CEMEX UK

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Follow us on twitter too: @CEMEX\_UK

## BEING THE BEST FOR FAMILIES

### Keep Focused On The Basics



We are happy to report that despite some severe weather conditions across the UK last week, with frost and snow in the North and localised flooding in the South, there were no lost time injuries (LTIs) or recordable injuries (TRIs).

Thanks go to everyone for looking after themselves and each other.

It is important that we continue to monitor weather forecasts throughout the winter and take necessary precautions to minimise the risk of injuries, particularly of slips, trips and falls.

Remember to:

- **Get a Grip** - to avoid slips, trips and falls
- **Step In** - when you see unsafe behaviour
- **Follow the Safety Essentials** - at all times

### LTI Free Congratulations To....



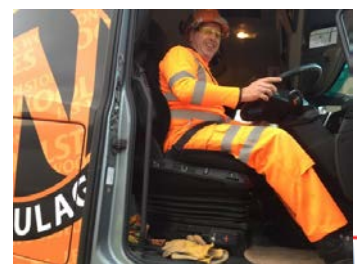
**Central Region, Cluster 12** in the East Midlands have reached 8 years TRI free, and **Southern Region, Cluster 20** in the South West have achieved 5 years LTI free and are now focused on their next ZERO injuries target of 4 years TRI free in March next year.

Congratulations to the teams in both Clusters.

### Support Seatbelt Week



This week is seatbelt week and there have been lots of great stories on Twitter from around the business.



Incredibly some people still don't wear their seatbelts every time when driving.

If you need any further incentive then watch the short film (link below) to see why you should always wear it. Seatbelts really do save lives and injuries. Even if you are just hopping into the cab or car for a short drive across site ALWAYS wear your seatbelt.

Briefing materials have been circulated around the business, including posters and branded air fresheners to promote the campaign, along with a short film in which a driver who worked for one of our hauliers explains the devastating effects of an incident (not related to CEMEX) in which he was involved where he wasn't wearing his seatbelt. The film can be viewed or downloaded from the following links:

- <https://youtube/mgW6EoCMoO0> (YouTube... may not be possible to view via the company network)
- <https://we.tl/gUfVnoCcUv> (Wetransfer download link available for 6 days)

Everyone is encouraged to support the campaign this week by using the materials to engage with colleagues and haulier drivers regarding the importance of wearing seatbelts, and to STEP IN where drivers are observed not wearing a seatbelt... **Seatbelts save lives!**

### Drugs And Alcohol Policy Review



After a review of the UK Drugs and Alcohol Policy it has been decided to introduce a lower permissible Alcohol limit in relation to all UK Operations. The new limit of 22 micrograms of Alcohol per 100 millilitres of breath is in line with most European countries and is the limit introduced in Scotland in 2014.

The reason for change is to bring the limit in line with other similar industries and to have a consistent level across all of our UK Operations. Higher risk industries such as Rail and Maritime already have lower limits and as CEMEX Operations increasingly involve interaction with these industries it is right that

we have a consistent approach. The new policy will be available on the ETHOS Shift pages and a copy can be obtained from the HR or Health & Safety Departments.

As a guide to what this new limit means, it is reasonable to say that no Alcohol should be consumed less than 8 hours before to a shift (this is similar to what airlines stipulate for crew!).

### Think About Flooding...



The picture shows Brunswick (near Newcastle upon Tyne) concrete Plant after the recent heavy rain. The yard was flooded due to a surface water drain being blocked by a farmer carrying out drainage work in the field adjacent to the Plant.

It's a timely reminder of the need to be prepared for this type of event.

Sean Cassidy, Plant Manager, commented: "I'd recommend it as a scenario for emergency drills at all Readymix Plants. This will help you to think about issues surrounding admixture storage and bunding, gas oil bunding and drainage.



In events like this it's important to avoid illegal discharges so always get advice prior to pumping water off site or to a foul sewer. It's a credit to the local Ops team, Mick Larmouth and Piero Nardini, who managed to get the Plant back up and running in just over 24 hours."

### Hyndford Quarry Reaches 12 Years LTI Free



Congratulations to the team at Hyndford Quarry who reached a fantastic milestone of 12 years LTI free last week. This was celebrated by all staff on Friday during the weekly meeting and on Monday all staff got their lunch as a thanks.

"This is a great achievement and one we can all be very proud of," commented Kevin Hill, Quarry Manager. "I would personally like to thank all staff, contractors and hauliers for their safe contribution and great attitude towards Health & Safety, and ensuring that we can continue to operate as a safe site. There is nothing more

important than people going home safe at night to their families."

### Super Soup....



Salad or fruit doesn't quite cut it in the dark cold days of winter so the team at Hyndford Quarry have come up with a winter wellbeing solution... Soup. They have invested in 2 large pots and a small hob for the canteen where staff and contractors can have warm healthy soup during the day. This has had a 'warm welcome' from everyone on site.

So far the site favourite is highland veg but most agree it's hard to call between carrot and coriander, cream of chicken and country veg, and chicken!!

The staff are looking forward to batch buying veggies to make their own

soup very soon.

### Know Your Numbers At Rugby....

**NL HEALTH CHECKPOINT**

What are you really made of?  
My Health Check Point – Self Check

Visit to find out your:

- Blood Pressure  
The force your heart uses to pump blood around your body
- Body Mass Index  
A measure used if you are a healthy weight for your height
- Body Fat %  
How much of your body weight is fat
- Visceral Fat  
The amount of harmful fat in your stomach area
- Body Water %  
How hydrated you are
- Metabolic Rate  
How many calories you need a day
- Metabolic Age  
How your body compares to other age groups

Totally anonymous - help and advice available if required  
Thursday 1<sup>st</sup> & Friday 2<sup>nd</sup> December  
Ground Floor Canteen 09:00 onwards

This Thursday and Friday will see another opportunity for those at the Rugby office to get a quick health check done or to see if your numbers from last time have changed – hopefully for the better!! The check will tell you your blood pressure, metabolic age, percentage of body fat, body mass index and total body water percentage. All great for knowing how your body is and what you need to do to improve your health.

If you are in Rugby then go to the ground floor canteen to know your numbers....



## BEING THE BEST FOR CUSTOMERS

### High Praise From Sir R McAlpine



Following the completion of the slip form contract at Lynemouth Power Station by the Cluster 3 team, CEMEX received the following comments and thanks from our customer:

"I would like to take this opportunity to thank you and your colleagues for your time, effort and expertise provided during the last six weeks..... of particular note demonstrated by the CEMEX Team; a complete understanding of our requirements from day one, excellent

concrete quality from start to finish, concrete mix design, workability and setting times optimised perfectly and communication and working relationships were simply first-class and a true reflection of complete supplier/customer teamwork."

A huge thank you to everyone in team CEMEX for all the commitment and effort.

### Impeccable Service In Scotland



James Hamilton, Cementation's Scottish Production Manager, contacted our RMX Scotland team to thank us for the impeccable service to a gantry pile.

Despite the low temperatures this same day order was supplied within 55 minutes of the initial phone enquiry. Our service ensured the piling rig was able to be demobilised and moved to another gantry during the night.

Well done team Scotland for amazing customer service.

## BEING THE BEST FOR SHAREHOLDERS

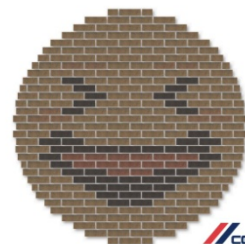
### Hot Off The 'Press'..... New CEMEX ReadyBrick Facing Range



Last week saw the launch of our new range of bricks at the Scotland Build 2016 show. The CEMEX Readybrick facing range is 'hot off the press' at the company's state-of-the-art factory in West Calder, Scotland.

The facing bricks offer builders and house developers an alternative solution to clay bricks, with a shorter production lead time and quick turnaround to keep up with the growing demand from new housing developments.

**ReadyBrick**  
The new  
face of  
concrete  
bricks  
Now available in six new colours



CEMEX





The range consists of six standard colours - Lanark Brindle, Lauder Marigold, Leith Iron, Lothian Gold, Perthshire Red and Tannochside Buff - aptly named with a Scottish influence, reflecting their manufacture in Scotland using locally sourced materials.

The bricks have been carefully engineered with perforations to allow for better and easier placement by the builder, saving valuable time.

"We have been working with some of the UK's biggest names in house building to understand the ergonomics of a facing brick. This new range is truly the new face of concrete bricks. Our high capacity production facility ensures that we can be very responsive to the needs of our customers," comments Mathew Tranter.

The CEMEX Readybrick facing range is available across Scotland and the North of England with plans to expand the distribution areas. The Readybrick range is produced alongside concrete blocks and block paving allowing customers to take deliveries of mixed loads of building products.

### CEMEX Global News...



CEMEX announced this week that one of its subsidiaries in the U.S. has signed a definitive agreement to divest its U.S. Reinforced Concrete Pipe Manufacturing Business to Quikrete Holdings, Inc. for approximately U.S.\$500 million plus an additional U.S.\$40 million purchase price contingent on future performance.

The closing of this transaction is subject to the satisfaction of certain conditions, including approval from regulators. We currently expect to finalise this sale during the first quarter of 2017.

#### Read the complete press release:

<http://www.cemex.com/MediaCenter/PressReleases/PressRelease20161128.aspx>

## BEING THE BEST FOR COMMUNITIES

### Now Bring Us Some Figgy Pudding....



Well done to Rebecca Rickaby, Commercial Administrator at CEMEX Marine, who has been working tirelessly during October and November making 50 Christmas puddings; hundreds of biscuits and many jars of mincemeat which she is selling and donating all the proceeds to hArt (Hampshire Art for Recreation and Therapy).



To date she has raised a whopping £308 for the charity and thereby qualifying to receive the maximum matched funding donation of £200 from the CEMEX Foundation.



**hArt** is a New Forest-based charity, established in 2014, which aims to improve the health and well-being of people of all ages and abilities through participation in the creative arts.

They are able to provide tailor-made projects and workshops for individuals and groups with specific challenges as well as offering sociable and recreational activities in a safe and non-judgmental environment. They offer a wide range of ways to deal with some of the difficult and traumatic challenges people face, as well as opening up enjoyable and relaxing ways to de-stress and have fun in an increasingly hectic and demanding world.

The top picture shows Lex Russell, Aggregates Vice President, picking up his (and Jesus Gonzalez's) puddings from Rebecca and on the right is Matt Gheisari, Chief Mate on the Sand Fulmar, collecting the puddings for their on-board Christmas celebrations.



If anyone would like further information on **hArt** or would like to donate, the website address is [www.hart.works.co.uk](http://www.hart.works.co.uk)

### Operation Christmas Child Lend-A-Hand



Sharon Tate and Robert Haddock from the Rugby office recently completed a Lend-A-Hand at the Operation Christmas Child warehouse. They checked and packed the boxes to make sure they were safe before they get shipped to the less fortunate children of the world.

The charity still need lots of help to check the boxes and get them out on the lorry next week so that they get to the children in time. If you have a few hours please pop along to help and please share this need with your friends, family and work colleagues.

Address : Foodbank Building, Progress Way, Binley CV3 2NT.

Join them for as little or as long as you like - there is tea/coffee and biscuits - you will need to take lunch if you are going for the day. An induction on building safety guidance and Q&A will be available on your arrival.

Please get in touch with Helen Wilkes, OCC Volunteer Area Coordinator, on 07717 700782 if you can spare any time. Updates will also be posted on <https://www.facebook.com/helen.wilkes.969>

### Central RMX Lend-A-Hand



On Tuesday 22 November Sally Tokens, Sales Representative Cambridgeshire, rallied up the troops from Production, Technical and Operations departments for a Lend-A-Hand day at the RSPB Headquarters in Sandy, Bedfordshire.

It was a very full and exhausting day as they were given a wooded area to chop down Pine trees. The RSPB are trying to replant some of their heathland with Heather. The Heather is key to encouraging birds like the Woodlark and Nightjar who both build their nests amongst the



Heather. The Nightjar is often found in recently felled Conifer plantations and the RSPB have had some very rare recent sightings.

Well done to the team of willing volunteers (included in the picture are from left to right, Andy Carter, Sally Tokens, Ross McGilley, Mark Smith and Adam Carty). Everyone thoroughly enjoyed the day!

## BEING THE BEST FOR EMPLOYEES

### October Thanks For Your Effort



Congratulations to Lee Phillpott, Plant Manager from RMX Cluster 15, who has won the October Thanks For Your Effort award for stepping in when a colleague seemed out of sorts and was in fact suffering a diabetic hypo attack.



Lee spotted the colleague's strange behaviour, quickly guided him to the canteen and enlisted another colleague to help give him Lucozade and chocolate to raise the blood sugar levels. If Lee had not recognised the symptoms and acted in the calm and quick manner he did the outcome could have been quite different.

### More Thanks For Your Effort Heroes



It's not just Lee who has been fantastic in October, here are some more stories of our talented and dedicated colleagues:

**Luke Tyghe, David Davies, Ian Tyghe, Jim McLarney, Paul Taaffe, Lee Hopkins, Robert Duck, Robert Chappell, Ian Wade, Robert Mitchell and Phil Repton** all from the Salford Asphalt team. There was an issue with the conveyor belt on the depot and 22t of aggregate was deposited in the transfer tower. The next train was due in four hours; there was a choice to

cancel the train and let the customers down and incur extra costs for CEMEX but for the team at Salford this wasn't an option.

Phil gathered his lads together and they started the challenge of shoveling out the aggregate. At the half way point all the staff were struggling so Phil decided to get some speakers and play music to motivate the staff. The Plant staff worked extremely hard and amazingly managed to get the aggregate removed in time.

This is over and beyond what was expected as a lot of people would have given up half way through as shoveling 22t is not easy.

**Paul Richards**, Environmental Manager. Paul helped simplify the LMS training record sheet for Cluster 7 team to save time and effort. It is a simple dropdown box of employee names which automatically populates their user name and employee number. This could save everyone time if rolled out nationally.

**David Sands**, Plant Supervisor East Kilbride RMX Plant. When the RMS computer batching system went down nationally on the 28.09.2016 preventing any RMX Plants in the UK from batching David



single-handedly worked out a temporary work around to keep the Plants working and producing concrete for our customers. This was passed to the Scotland Shipping Office who then informed the rest of the UK.

**Noel Dixon, Anthony Connelly and Emma Howell**, the RMX Raw Materials team. During the last few weeks SAP has experienced many issues. Plants have had to batch off and some have found it very challenging and many shippers have required increased help. However, Noel Dixon, Tony Connelly and Emma Howell have worked very hard to make sure the pain was minimised. Every time they were asked for advice either proactively or reactively to a situation they have been very approachable and willing to help. This was a nightmare situation and the RMX team have worked through it with the help of these three people who deserve a special thanks.

**Sarah Hawker**, Shipper for RMX Cluster 20. Sarah has gone over and above over the last few weeks for both CEMEX and its customers. Through the SAP upgrade she worked so hard and contended with some really difficult customers with professionalism and honesty. She managed to win back a job in Ascot, which we had lost as we couldn't deliver for three days, by keeping the customer updated on our issues and chasing him when we were back up and running.

### RMX Hold Comms Forums



Parts of the Readymix business have recently held Communications Forums to discuss various subjects, but with a high focus on engagement and customer service issues.

Employee Reps from Scotland, Northern and Central regions have all been involved.

### VAP Training Webinar



Value Added Products recently held a training webinar on Porofoam. For those who were unable to attend who would like to find out more, please contact Mike Higgins ([mike.higgins@cemex.com](mailto:mike.higgins@cemex.com)) who will give you a link to follow to a recording of the session.



If you have any questions relating to Porofoam please contact your local Technical Manager or John Shrimpton

The next VAP training webinar will be early in the New Year and will focus on the Advanced range of fibre reinforced concretes.

If anybody is not receiving invitations to these training sessions who would like to, please let Mike Higgins know (07920 768 120) and he will add you to the circulation.

### CEMEX Lifestyle Christmas Offers



Don't forget to look at the CEMEX Lifestyle website to check out the Christmas offers for December.





Make savings from outlets such as New Look, Ernest and Jones, Virgin Experience Days and Cineworld tickets.

Go to [www.cemexlifestyle.co.uk](http://www.cemexlifestyle.co.uk) for these and more!!

## Have Your Say....



This week saw the start of the PULSE CHECK Survey which gives all CEMEX employees in Europe the chance to give feedback on actions completed since the last Engagement Survey in 2015. We have worked hard to continue building a better workplace, and your opinions are of great importance for CEMEX to keep on improving.



Please share your thoughts and opinions by completing the survey, which is anonymous and confidential. For those with an email address (CEMEX or personal) you will receive an invitation to take part in an online survey, and for others a paper survey is being posted to you.

We are committed to being the best for employees, and hopefully the regular “Voices Into Actions” reminders have reinforced this commitment to making improvements from your valued feedback. The survey is open from November 28th to December 16th, and results will be communicated in the New Year. For further information contact your Line Manager or any of the UK Forum Reps as shown on the poster at the end of this document or in the download section of the UKNews website.

## Technical Development Programme ‘Does Aggregates’



Last week the latest cohort of the Technical Development Programme undertook a number of modules relating to the Aggregates business. The topics covered were:

Day 1 – An introduction to the Aggregates business, presented by Martin Gardener; the role of an aggregates Technical Manager, presented by Mark Mitchelmore and Aggregates standards and specifications, presented by Mike Higgins.

Day 2 – A visit to Berkswell Quarry led by Andrew Barber.

Day 3 – An aggregate testing led by Dave Webb and the Technical team at Southam.

This was the first set of learning events since the programmes orientation day in October and it was great to see the enthusiasm carrying on into the modules. TDPs picture from left to right: Fraser Tannock, Emily Moon, Sean O'Donnell, Aaron McArthur, Jack Tipper and Luke Topp.



## Internal Vacancies

IVC Ref	Position	Company	Location	Closing date
307-11-2016	Plant Supervisor	Readymix Northern	Goole Concrete Plant	07/12/2016
308-11-2016	Relief Plant Supervisor	Readymix Central	Cluster 15 – Home Counties	09/12/2016
309-11-2016	Technical Sales Support (temporary – maternity cover)	National Technical	Rugby	08/12/2016
310-11-2016	LGV x 2	Logistics	Jarrow	02/12/2016
311-11-2016	Sales Agent	UK Readymix	Rugby Office	06/12/2016

For further details on other roles and a full listing of other vacancies, together with information on how to apply, please log on to CEMEX Shift > My Services > Internal Vacancies>New IVCs.

### **We would love to hear from you for the next edition**

To send us a story: either click on 'submit a story' on the UK News website or email [gb-communicationsandpublicaffairs@cemex.com](mailto:gb-communicationsandpublicaffairs@cemex.com) or call us on 01932 583 217/006.

If you can, please include a photo too (taken in super fine landscape setting and saved as a jpeg.) Thank you.







# VOICES INTO ACTIONS



## HAVE YOUR SAY ENGAGEMENT PULSE CHECK NOV-DEC 2016



### WHY THE PULSE CHECK NOW?

To check if our engagement action plans have been effective since the last survey – an engaged business is a high-performing business

#### YOUR VOICES DRIVE ACTION!

- We want to know if our engagement action plans are working
- Please use this survey to feedback
- We will continue to try to tackle issues you raise

#### WE WANT TO MONITOR PROGRESS

- **Keeping you well informed** – with different methods of communicating – newsletters, communications forums, posters, UK News, CXME app, SMS messages, CEMEXPRESS
- **Making it easier for you to serve the customer** – training to help you handle complaints; our leaders getting closer to front-line service to understand issues; measuring our service to be more responsive to our customers
- **Helping your work life balance** – finding ways to reduce unproductive and wasteful tasks



*“As the UK Forum reps, we know how important this confidential and anonymous survey is for us all. Please complete it and help to make CEMEX an even better place to work”*

## HAVE YOUR SAY Pulse Check 28 Nov – 16 Dec

It's confidential, it's important, and it's helping us to make a difference!!

For every completed survey CEMEX will make a £1 charitable donation split between Help for Heroes, NSPCC and RSPB